

The Turning Point

RTS
CONSULTING INC.

Volume 11 | Issue 8

August 2011



This newsletter is to inform you of recent changes and trends regarding health and safety. The Turning Point is a monthly newsletter covering topics from various industries and sectors. The Turning Point will respond to your inquiries and inform you of current services and updates regarding Raising the Standard Consulting Inc.

SAFETY and HEALTH add VALUE

If you could save money, improve productivity, and increase employee morale, would you?

Businesses spend millions of dollars a year on costs associated with occupational injuries and illnesses -- expenditures that come straight out of company profits. But workplaces that establish safety & health management systems can reduce their injury & illness costs by 20 to 40 percent. In today's business environment, these costs can be the difference between operating in the black and running in the red.

Injuries and illnesses increase workers' compensation and retraining costs, absenteeism, and faulty products. They also decrease productivity, morale, and profits. Businesses operate more efficiently when they implement effective safety & health management systems.

RTS Consulting can help take the guesswork out of workplace safety & health by providing information and expertise to help businesses tailor solutions to meet their needs.

...to your workplace

Safe workplaces provide the consistency & reliability needed to build a business, and grow a community. Workplaces with active safety & health leadership have fewer injuries and have more satisfied employees. These employees return to work more quickly after an injury or illness and produce higher-quality products and services. **RTS Consulting** works with companies to help create better workplaces, providing safety & health management systems. Safe environments improve employee morale, and help in implementing safety & health management systems. Safe environments lead to increased productivity and better service. Lost productivity from injuries and illnesses costs companies millions each year.

MINISTRY OF LABOUR UPDATES

Sifto Canada Corp. Fined \$140,000 After Worker Killed

July 14, 2011 10:50 am

Sarnia, ON - Sifto Canada Corp., operator of a Goderich salt mine, was fined \$140,000 for a violation of the Occupational Health and Safety Act after a worker was killed.

In addition to an underground mine, Sifto's Goderich property contains large domes in which salt is stored before being loaded onto ships or railcars. There are open grates in the floors of the storage domes. These allow the salt to flow down onto conveyors leading to the loading area.

On August 25, 2009, a worker was using an excavator to move salt within a dome. The excavator broke down and a maintenance person was called for repairs. While waiting for the repair person, the worker exited the cab of the excavator and began clearing salt from the machine. At this time, the conveyor under the dome started moving and salt began falling through the grate in the floor of the dome. The worker was pulled through the grate with the moving salt and asphyxiated.

Sifto Canada Corp. pleaded guilty to failing, as an employer, to ensure that the grate in the bottom of the dome was guarded to prevent a worker from being drawn in.

The fine was imposed by Justice of the Peace Robert Seneshen. In addition to the fine, the court imposed a 25% victim fine surcharge, as required by the Provincial Offences Act. The surcharge is credited to a special provincial government fund to assist victims of crime.

Electro-Pack Inc. Fined \$50,000 After Worker Injured

July 19, 2011 11:30 am

Toronto, ON - Electro-Pack Inc., a Toronto manufacturer of packaging, was fined \$50,000 for a violation of the Occupational Health and Safety Act after a worker was injured.

On December 5, 2009, a worker was using a machine that forms plastic using heat and a press. The worker noticed a jam in the machine and reached in to remove it. The machine cycled while the worker's hand was still inside. The worker's hand was seriously injured.

A Ministry of Labour investigation found that the machine was inadequately guarded. Electro-Pack Inc. pleaded guilty to failing to ensure that the machine was equipped with a guard or other device to prevent access to the moving part.

The fine was imposed by Justice of the Peace Lynette Stethem. In addition to the fine, the court imposed a 25% victim fine surcharge, as required by the Provincial Offences Act. The surcharge is credited to a special provincial government fund to assist victims of crime.

Spencer Steel Limited Fined \$55,000 After Workers Injured

July 22, 2011 11:20 am

Toronto, ON - Spencer Steel Limited, an Ilderton construction company that designs and installs steel products, was fined \$55,000 for a violation of the Occupational Health and Safety Act after two workers were injured.

On May 26, 2010, workers were erecting a steel structure on Wonderland Rd. S. in London. Two workers were standing on steel beams when the beams collapsed. The workers fell about five meters to the ground and sustained minor injuries.

A Ministry of Labour investigation found that the steel beams were not adequately braced to prevent their collapse. Spencer Steel Limited pleaded guilty to failing to ensure that the beams were adequately braced to prevent any movement that would affect their stability or cause collapse.

The fine was imposed by Justice of the Peace Robert Seneshen. In addition to the fine, the court imposed a 25% victim fine surcharge, as required by the Provincial Offences Act.

RAISING THE STANDARD CONSULTING INC.

P.O. Box 41514, 230 Sandalwood Pkwy, Brampton, ON L6Z 4R1

Tel (905) 840-1918 | Fax (905) 840-3135

rtsc@rtsconsulting.com | www.rtsconsulting.com

...to your life

Canadians work hard every day so they can build a better life for their families.

RTS Consulting helps to make sure that they return to their families in the same condition they began their day. Every injury prevented is a person kept whole; every life saved is a family preserved intact. Safe workplaces not only save lives, they promote successful, vibrant lives.

Workers who suffer a disabling injury can lose 40% of their income over five years. Families can lose even more because of the increased stress, conflict, and divorce associated with occupational injury and illness. On the other hand, safe workplaces provide an environment for healthy workers whose jobs become vehicles for making a life -- not just a living.

RTS Consulting is committed to the design and implementation of safety and health systems that protect workers and promote successful business practices. We can manage your entire workplace safety program with our Guardian Protection System. Let us put your organization on the road to success!

SAFELY HOME, EVERYONE, EVERY DAY!

WORKPLACE violence

Stopping Workplace Violence Before it Starts

Workplace rage accounts for the term, "Going Postal". This term is a reference to the 1980's slayings of postal workers by current or former employees who acted in moments of intense rage.

Workplace Safety Training

One viable way to stem the tide of violence in your workplace is to initiate training within your company. The idea is to recognize and curtail potential violence before it takes place. That being the case, training needs to occur in areas such as interview techniques that may alert your human resources department to potential issues with a prospective employee. Training can also assist managers in identifying trouble spots that may result in workplace violence. Thirdly, training needs to take place among employees to help them understand a better way to manage their frustration within the workplace.

Did you know RTS Consulting offers Workplace Violence Training on line for only \$20 per person? Sign Up Today!

Areas of Concern

When interviewing a potential employee some of the red flags you may be looking for include

previous jobs that may have been left off the resume, how they handled previous stress-filled situations within a work environment, how they deal with difficult co-workers, what situations make them angry, have they ever been angry with a supervisor and how they feel when they are intimidated.

These are just a few of the things you should attempt to uncover in the interview process. They can help you identify a potential violent tendency and may help in identifying areas of additional training for your staff.

Your management team needs to be equipped to identify workplace 'red flags' and then instructed to deal with small problems quickly. Often workplace violence is a result of 'compound interest'. The individual who ultimately expresses violence will have an issue of origin that was never resolved. That issue resulted in additional real or perceived problems that often results in the belief that violence is a viable tool that can be used to manage the internal conflict or turmoil they experience. When it gets to this point it may be too late to meaningfully engage the employee. They may even feel that any intervention from you would simply be condescending.

The Origin of Workplace Violence

You should also understand that some workplace violence begins with circumstances outside the workplace. An employee could crack under the pressures of personal finance or situations that may be happening at home. The workplace can become the object of their frustration and wrath.

Supervisors can learn to spot those who may be considering violence as a remedy to their personal or workplace problems through a radical change in personal behavior, becoming visibly upset with routine supervisor feedback, angrily engaging fellow employees who may actually be conciliatory, being compulsive about their work and a strong interest in weaponry.

Safety is Your Ultimate Responsibility

The role of safety training cannot be minimized. Your team deserves a safe workplace and you have the duty to provide that environment.

Are You Safe from GERMs at the Office?

During the summer, bacteria find perfect environments for breeding and multiplying in the air conditioning units and ventilation shafts found in corporate offices all over the country. This is just one more reason why the average office workstation may harbor bacteria in concentrations several hundred times more than a toilet seat.

These are observations reported by a University of Arizona microbiology professor and expert on hygiene. In studies conducted in work and home office environments, the professor has found, among others, that:

- * The average toilet seat at work has 49 microbes per square inch.
- * The average office worker's desk has more than 20,000 microbes per square inch (at least 400 times greater than the toilet seat).
- * On every square inch of surface, the average office phone has 25,127 microbes (over 500 times more than the toilet seat); the average keyboard has 3,295 (67 times more); and the average computer mouse has 1,676 (34 times more).
- * The five spots with the highest microbial concentrations were: phones, desks, the handles on water fountains, microwave door handles, and computer keyboards. There were also high readings on restroom door handles, fax machines (especially the "enter" and "send" buttons), office copiers ("copy" button), and the coffeepot handle.



Bathrooms and toilet seats are regularly scrubbed and sanitized by cleaning crews. In contrast, office workers do not clean their work areas as often as they should.

People often eat at their desks or store food in the drawer. Crumbs may accumulate in out-of-sight places, providing plenty of food to hungry bacteria. Unless the workers clean their desks regularly, these could become havens for bacteria. Unclean work areas can pose hazards to a worker's health and a liability to the business.

Dirty office spaces could cause the spread of infectious diseases. This leads to employee absenteeism and loss of productivity. If the cold and flu season is worse than usual, the impact on businesses can be very significant.

Other recommendations from the study:

- * Alcohol-based hand sanitizers are good, but washing with soap and water for 20 seconds is better.
- * Sanitize your hands before touching your face. On the average, office workers touch their faces every 3½ minutes (that's 18 times per hour) — bringing microbes from dirty keyboards and desks to their mouth and nose.
- * Take a look at your neighbor's workspace. Microbes from one cubicle easily contaminate the adjacent cubicle. The hygiene practices of your neighbor will affect you.
- * Clean your keyboard with sanitizer. Cleaning crews stay away from keyboards and computers to avoid unintentional damage.

WEB-BASED training

Raise the safety, health, and productivity of your employees to the top of your agenda and provide training solutions that deliver real results. We provide web-based training programs for the convenience of your organization. Please visit our web-site to register.



Hand Tools and Automotive Lifts

Identify the Hazards and Controls Regarding: Hand Tools, Hoists, Fixed, Power, Electrical and Pneumatic Tools, Guarding, Power Lifting Equipment, Automotive Lifts.

Joint Health and Safety Committee

Participants will be able to: know the legislative requirements for establishing a JHSC, describe the powers, functions and duties of JHSCs and their members, describe the activities of an effective JHSC, etc.

Machine Safety and Lockout / Tagout Procedure

Learn about Workplace Responsibilities, Machine Guarding and the Law, Understanding Machine Related Hazards Lockout / Tagout, Applicable Legislation, Hazard Identification, Lockout Procedures.

Health, Safety and The Law

Provide participants with a working knowledge of the Occupational Health and Safety Act and related legislation and more.

Manager and Supervisor Safety Orientation

Learn about Management Responsibilities, Right to Refuse, JHSC, Hazard Recognition, Workplace Accidents, Emergency Procedures, New Employee Orientation, Transfer and Promotion, etc.

Material Handling

This course is designed to teach workers about proper material handling techniques. Upon completion of this course, workers should be able to: describe what factors contribute to back injuries, explain proper lifting techniques, etc.

Accident Investigation

The goal of this module is to ensure you will be able to: recognize the need for an investigation, investigate the scene of the accident, interview victims & witnesses, determine root causes, compile data and prepare reports, make recommendations, etc.

Health Hazards: Recognition, Assessment and Control

The goal of this module is to ensure you will be able to: understand the law pertaining to health and safety hazards, define occupational injury and illness, understand the four types of workplace health hazards, etc.

Workplace Inspection

Provide participants with an understanding of their legal rights and responsibilities with regard to workplace inspections and to prepare them for carrying out effective workplace inspections.

Slips, Trips and Falls

Objective of this training is to: understand the causes and effects of falls in the workplace, to understand legislation relating to slip, trip and fall hazards, to be able to identify potential slip, trip and fall hazards, etc.

WHMIS

Explain how WHMIS is implemented in law, explain how the law defines a controlled product, explain how the law defines hazardous ingredients, identify the exclusions, etc. Register to access the complete training material.

Worker Safety Orientation

Worker Responsibilities, Right to Refuse, Joint Health and Safety Committee, Hazard Recognition, First Aid, Workplace Accidents and more.

PUBLIC TRAINING COURSES

The following is an example of a few of the training courses we offer. For a full list, please contact us.

JHSC Certification Part 1 Training (2-day course)

\$384.00 +HST - 2 days (includes buffet lunch)
Sept 13 & 15, Dec 1-2, 2011 - April 10 & 12, June 5 & 7, 2012

JHSC Certification Part 2 Training (length depends on industry)

Service Sector (office, hotels/restaurants, retail, etc.)

\$212.00 +HST - 1 day (includes buffet lunch)
Sept 27, Dec 13, 2011 - Apr 24, June 19, 2012

Healthcare, Warehouse/Distribution, Manufacturing

\$329.00 +HST - 2 days (includes lunch buffet)
Sept 27 & 29, Dec 13 & 15, 2011 - Apr 24 & 26, June 19 & 21, 2012

Construction (including 1 day fall Protection)

\$421.00 +HST - 3 days
Sept 27, 29-30, Dec 13, 15-16, 2011 - Apr 24, 26-27, June 19, 21-22

Sign-up Now!